



DEPARTMENT OF THE ARMY
HEADQUARTERS, 2ND BATTALION, 11TH INFANTRY REGIMENT
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FORT BENNING, GEORGIA 31905-6221

ATSH-TPB

24 July 2017

MEMORANDUM THRU Commander 199TH Infantry Brigade ATSH-TP, 6506 Indianhead Road, Fort Benning, GA 31905.

FOR Commandant, United States Army Infantry School, Maneuver Center of Excellence, 1 Karker Street, Ft. Benning, GA 31905.

SUBJECT: IBOLC Individual Student Assessment Plan (ISAP) SOP

1. Course. The focus of the Infantry Basic Officer Leadership Course is to develop 2LTs capable of solving tactical problems and leading under stress. A successful student demonstrates the ability to understand the situation, visualize and describe the operation, direct his unit, lead his subordinates, and assess unit performance during and after the mission. **An IBOLC graduate has demonstrated a commitment to the Profession and is able to:**

- a. Issue Orders that are understood by his Platoon within the commander's intent
- b. Maneuver his Platoon and Synchronize Assets to Fight and Win
- c. Expertly engage with his personal weapon, his platoon weapons, and indirect fires and able to train a platoon to become lethal expert marksmen
- d. Be physically dominant on the battlefield and develop a platoon, along with his NCOs, that is capable of physically dominating the enemy
- e. Expertly navigate in any terrain
- f. Understand and apply the principles of tactical combat casualty care
- g. Train a platoon

2. Overall Academic Performance. Students must earn at least 650 academic points out of a possible 1000 in order to receive an "Achieved Course Standards" rating on their Service School Academic Evaluation Report (AER), DA Form 1059. Students who earn between 600 and 649.9 academic points are subject to receiving a "Marginally Achieved Course Standards" rating on their AER. Students who fail to achieve more than 599 points will be recommended for recycle or dropped from the course.

a. Attempts and Re-Tests. Depending on the event, students are authorized multiple attempts to pass a graded event as outlined in the Assessed Events Matrix.

(1) For example, a student who fails the 12 Mile Footmarch will be re-tested once, NLT graduation.

(2) A student who fails to throw a hand grenade the correct distance will be given a second attempt immediately and, should he or she fail again, be re-tested prior to graduation.

b. Gated Events. Students must pass phase gated events in order to move on to subsequent weeks of IBOLC. The gated events are:

(1) Weapons Qualification, 23 out of 40 for both BUIS and CCO. If a student fails to qualify on BUIS during BRM1, he or she will continue to train through BRM 2 and will be given another opportunity to qualify on BUIS prior to CCO qualification. IAW IBOLC DSM.

(2) Red Phase Exam: 65% to pass.

(3) 8 Mile Footmarch in 2 hours or less

(4) Land Navigation: 4 out of 5 points in allotted time.

(5) Graded Patrols: score 65% of evaluated tasks.

(6) White Phase Exam: 65% to pass

(7) OPORD: 65% based on grading rubric.

(8) Comprehensive Exam: 65% to pass

(9) 16 Mile Footmarch: complete.

c. Graduation Requirements.

(1) Army Physical Fitness Test (APFT). Failure to pass the final APFT will result in recycle (restarted at a previous phase of training) or drop/released (removed from training) from the course. It is at the Battalion Commander's discretion to drop, release, or eliminate a student who fails the APFT given during Inprocessing.

(2) 12 Mile Foot March. Students will foot march 12 miles in 3 hours or less on a standard route with a 35 pound packing list to include Advanced Combat Helmet (ACH), Fighting Load Carrier (FLC) and weapon. If a student fails to meet this standard, the student will receive a Major Negative SPOT Report and be afforded one opportunity to re-test prior to graduation. If a student fails to complete the retest within the time standard the student will be recommended for recycle or dropped from the course

(3) 16 Mile Tactical Foot March. During the course culminating exercise, students will complete a 16 mile tactical foot march with his or her platoon, carrying all individual and mission essential equipment. Failure to maintain pace with his or her platoon (defined as falling more than 5 meters behind the main body), or failing to complete the march carrying all assigned individual and mission essential equipment constitutes a failure. At the completion of the foot march, students must be able to continue onto an objective and be physically and mentally ready to complete the mission. If a student fails to complete the foot march and continue the mission, the student may be recommended for recycle or dropped from the course. If the student fails to complete the footmarch and complete the mission due to a lack of Motivation (LOM), that student will be recommended

for recycle, dropped from the course, or processed for elimination. The 16 mile foot march helps to develop students' ability to negotiate adverse terrain over great distance and successfully complete the mission. This prepares students to become officers that can withstand the rigors of combat and make timely decisions that directly impact mission success.

(4) Five Mile Run. Students must run five miles in 40 minutes or less. If a student fails to meet this standard, the student will be afforded one opportunity to re-test prior to graduation. If a student fails to complete the re-test within the time standard the student will be recommended for recycle or dropped from the course.

(5) Height and Weight Standards. Policy for height and weight screening standards and body fat standards are contained in AR 600–9 (The Army Weight Control Program). IAW AR 350-1, Soldiers will be administered height and weight screening as a mandatory course requirement. Students who fail the initial height and weight screening will be flagged IAW AR 600-9, and can be recycled or dropped from the course. Students who fail the final height and weight screening will be flagged and recycled to another class, dropped from the course, or eliminated from service.

(6) HPDTs. Students must pass all events in order to become qualified Infantry Officers. Students are authorized 2x attempts per event and 1x re-test prior to graduation.

- (a) Move Over a 2-meter wall
- (b) Move Under Direct Fire
- (c) Employ Hand Grenades
- (d) Drag a casualty to Immediate Safety
- (e) Remove a Casualty from a Vehicle
- (f) Prepare a 2-person Fighting Position

(7) Land Navigation. Students will demonstrate the ability to navigate using a map and compass in the allotted time given.

(a) Land Navigation Test Failures will receive the points they earned on their first test. The purpose of the re-test is to remain in the course.

(b) Land Navigation Recycles can receive a maximum of 27 points for 5 out of 5 in the allotted time, and 18 points for 4 out of 5.

1 Point Found	2 Points Found	3 Points Found	4 Points Found	5 Points Found	Over Time
9	18	27	36	45	0

(8) Students who fail to meet either the 5 Mile Run or 12 Mile Footmarch standards prior to graduation, but meet all other graduation requirements and course points will have their AER withheld. These students will move to HHC and will have 45 days after graduation to re-test or they will be eliminated from service. National Guard students who fail to meet the 5 Mile Run or 12 Mile Footmarch standard have 6 months from graduation to pass those events, as

documented by an MFR from the first O-5 Commander in their chain of command. If the re-test is passed in within either time standard, the student will receive a "Marginally Achieved Course Standards" on their AER.

d. Assessed Events. The following events are assessed in IBOLC and are factored into the course points distribution. Events are colored coded by phase of training. This table includes all phase gated events and graduation requirements:

Event	Points	Standard	Gated Event	Re-Tests	Assessment
Initial APFT	GO	180pts; 60pts per event	Entrance	1x during INPROC Week	Go/No Go based on Standard
Entrance Exam	20	N/A	Non-Gate	None	% Score on test x 20 points = Points Allocated
Weapons Qualification	GO	23 hits BUIS and CCO	BRM Gate	As required	Go/ No Go based on qualification of BUIS/CCO
Lethality Score	40	N/A	Non-Gate	Highest of 3x Attempts for BRM; None for test and SRM	Average % of all 4 Lethality Events x 40 = Points Allocated
HPDTs	GO	Pass all Events	Grad Req.	2x attempts per event; 1x retest NLT graduation	Go/ No Go based on standard
Red Phase Exam	50	65% to pass gate	Red Phase Gate	1x NLT Red Phase	% Score on test x 50 points = Points Allocated; Max 65% for retest
8 Mile FM Gate	GO	2:00 hrs to pass gate	Red Phase Gate	None	Go/ No Go based on standard
Land Navigation	45	4/5 points under 4:00 hrs	White Phase Gate	1x NLT end of week	Go/No Go and points based on scale
Graded Patrols	180	65% of evaluated tasks	White Phase Gate	2x attempts; best score of all attempts	Go/ No GO and points based on Patrol Rubric
White Phase Exam	50	65% to pass gate	White Phase Gate	1x NLT White Phase	% Score on test x 50 points = Points Allocated; Max 65% for retest
OPORD	180	65% based on rubric	White Phase Gate	1x after OPORD 2; best score of first 2 looks	% Score on rubric= Point Allocated; highest of 2 attempts
12 Mile FM*	50	3:00 hrs to pass gate	Grad req.	1x NLT end of course	Go/ No Go and points based on scale

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Final APFT*	50	180pts; 60pts per event	Grad Req.	None	Go/ No Go and points based on scale
Chin-Ups	10	N/A	Non-Gate	None	1 point per repetition
300 on FINAL APFT	10	N/A	Non-Gate	None	One time 10 points for 300 APFT age/gender normed
Comprehensive Exam	120	65% to pass gate	Blue Phase Gate	1x NLT Blue Phase	% Score on test x 120 points = Points Allocated; Max 65% for retest
16 Mile FM	GO	Completion	Blue Phase Gate	None	Go/ No Go based on standard
Squad Points	50	N/A	Non-Gate	None	Points allocated based on scale and squad rankings
PLT Trainer Points	50	N/A	Non-Gate	None	Points allocated based on scale and methodology
5 Mile Run*	50	40:00 min to pass gate	Grad Req.	None	Go/ No Go and points based on scale
Paper 1	15	N/A	Non-Gate	None	Points based on Rubric
Paper 2	15	N/A	Non- Gate	None	Points based on Rubric
Paper 3	15	N/A	Non-Gate	None	Points based on Rubric

e. Points Scales.

(1) Final APFT. 50 Points.

50 pts.	45 pts.	40 pts.	35 pts.	30 pts.	25 pts.	20 pts.	15 pts.	10 pts.	5 pts.
300	297	295	290	285	280	270	255	240	180

(2) Five Mile Run. 50 Points.

50 pts.	45 pts.	40 pts.	35 pts.	30 pts.	25 pts.	20 pts.	15 pts.	10 pts.	5 pts.
33:00	33:30	34:00	35:00	36:00	37:00	38:00	39:00	39:30	40:00

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(3) Twelve Mile Footmarch. 50 Points

50 pts.	45 pts.	40 pts.	35 pts.	30 pts.	25 pts.	20 pts.	15 pts.	10 pts.	5 pts.
2:15	2:20	2:25	2:30	2:35	2:40	2:45	2:50	2:55	3:00

(4) Blue Phase Squad Points. 50 Points.

TOP SQUAD	MIDDLE SQUAD	MIDDLE SQUAD	BOTTOM SQUAD
50	35	35	20

(5) Platoon Trainer Points. 50 Points.

Would Request as PL	Would Accept as PL	Would Work With	Do not want as PL
50	37.5	25	0

(a) Students must receive a first-time "Go" at all course events (Physical and Academic) to receive any number of points in the top bracket. This includes non-graded foot marches.

(b) The Platoon Trainer will assign his points for each student from the perspective of the student's future Rifle Company Commander.

(c) The Platoon Sergeant will assign his points for each student from the perspective of the student's future Rifle Platoon Sergeant.

(d) Once both the Platoon Trainer and Platoon Sergeant have assigned their respective points, they will average the two and assign the output to the Platoon Trainer Points.

f. Attendance. If a student misses more than 72 hours of training or any live fire events (Team, Squad, Platoon level) the student will be recommended for recycle or drop from the course.

g. Students who fail a graded event (except Land Navigation), and re-test the event will receive 65% of available points regardless of the passing score. Second time failures will be recycled or placed in casual status in accordance with the Decision Support Matrix.

3. Board Process. TRADOC Regulation 350-36, paragraph 5-4, subparagraph E states that, "in the event that a student fails to meet BOLC-B requirements... the officer will begin the board process to determine whether recycling, branch transferring, or release from active duty is required."

a. The IBOLC board process (known as a Blue Packet Review or BPR) involves the student, Platoon Trainer, Company Commander, and the Battalion Commander. The board process in IBOLC consists of the Platoon Trainer Recommendation, Sponsor & Phase CO CDR Recommendations, Student Rebuttal, and the Battalion Commander's decision. The process may be conducted as a deliberate in-person board when time permits, or hastily with the Blue Packet reviewed by each decision authority separately.

b. A Blue Packet contains every document necessary to illustrate and record a student's course progress (e.g. initial counseling, developmental counseling, retraining, and graduation), and is generated for every student. Complete Blue Packets are maintained for two years. All students' point distribution table sheets are archived and retained for data analysis after the initial two-year period.

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c. A BPR may be initiated resulting from a student conducting one of the following actions: fails to perform a task, under the briefed conditions, to the standard expected of an Infantry Officer on any event in IBOLC; fails to meet critical and/or multiple course standards (see IBOLC DSM); commits a significant disciplinary or safety infraction; suffers a medical injury; or experiences a significant life event that prevents continuance in the course. The BPR is initiated by the Senior Platoon Trainer. When making a recommendation for Casual Status, Platoon Trainers will recommend a student as either a phase recycle or Day-1 recycle. When making a recommendation for casual status or release Platoon Trainers will provide their overall assessment of the officer's potential for future service. BPRs are inspected by the Company Commander, and reviewed by the Battalion Commander.

d. Deliberate Blue Packet Reviews are conducted at the end of each phase. When students are recommended for casual status or release, the board will consist of BN CDR, CO CDR, and Platoon Trainer (or substitutes approved by the BN CDR). Platoon Trainers and Commanders conduct this as part of the Battle Handover Brief at the end of each phase.

e. If a student is marginally performing in the course and would benefit from recycling for additional training, the Platoon Trainer can recommend a recycle to retrain and improve student outcomes. The Battalion Commander is the final decision authority.

f. Hasty board processes will occur throughout the cycle for extenuating circumstances, and are normally reserved for medical, safety, or disciplinary actions that require immediate review for timely placement on casual status or release.

g. The result of the BPR will range from, but is not limited to, a verbal warning, verbal reprimand, written counseling, written reprimand, letter of concern, downgraded Academic Evaluation Report, day-one recycle, placement on casual status for medical rehabilitation or professional development purposes, phase recycle, recommendation to Human Resources Command for rebranch, or recommendation for separation. The Battalion Commander is the only person authorized to determine the outcome of a BPR for an IBOLC student. The Commanding General is the only person authorized to recommend that HRC eliminate a student from service.

Decision Support Matrix					
Disposition		BN CDR Options		CO CDR Options	
Red	Height and Weight Initial Failure	RLS	CAS	CAS	TRN~
	Entrance Exam Failure	RLS	CAS	PTS	TES
	Initial APFT Failure	RLS	CAS	CAS	TES
	Initial 5-Mile Run Failure				TRN
	BRM 1 Non-Qual				TRN
	BRM 2 Non-Qual		CAS		
	Red Phase Exam				TES
	8 Mile Ruck Failure	RLS	CAS	CAS	TRN~
	FTM LFX Missed Training	RLS	CAS		TRN~
	SQD LFX Missed Training	RLS	CAS		
White Phase	PLT LFX 1 Missed Training	RLS	CAS		
	Land Nav Double Failure				
	0/5	RLS	CAS		
	1/5	RLS	CAS		
	2/5	RLS	CAS		
	3/5	RLS	CAS		TES~
	Peer 1 Failure				TRN
	<60%			RSQ	SQD
	OPORD 1 First attempt failure			PTS	TRN
	PLT STX Missed Training		CAS		
	OPORD 2 First attempt failure			TES	TRN
	OPORD 2 Second attempt failure				PTS
	Failur to Pass OPORD	RLS	CAS		

Blue Phase	12-Mile Ruck Failure	RLS	CAS	TES	TRN
	Peer 2 Failure				
	<60%			RPL~	PLT
	Failure to Pass a Patrol	RLS	CAS		
	Comp Exam Failure	RLS	CAS		TES
	Final 5-Mile Run	RLS	CAS	PCS	TRN~
	IBOLC RPFT Failure				PCS
	PLT LFX II Missed Training		CAS		TRN~
	Peer 3 failure				
	Negative Comments		CAS		AER
	<60%		CAS		AER
	Total Peers < 60%		CAS		AER
	16 Mile Ruck		CAS	PCS	AER
	3x Major Minus	RLS	CAS		
	Height and Weight Final Failure	RLS	CAS		
All Phases	Leader Attribute Failure	RLS	CAS		
	>72 Hours Missed Training	RLS	CAS		TRN
	Negligent Discharge	RLS	CAS		TRN
	Alcohol Related Incident (Non-DUI)	RLS	CAS		
	DUI	RLS	CAS		
	Consistent or Flagrant Violation of Army Values	RLS	CAS		
	Illegal Drug Use	RLS	CAS		
	Safety Violation: Dependant on iteration and degree	RLS	CAS	SPT	TRN~
	Lack of Student Progression	RLS	CAS		
	Legal Actions (Non-Alcohol Related)	RLS	CAS		
Definitions:					
Casual Status: When recommending Casual status, Platoon Trainers will provide their overall assessment of the officer's potential for future service. Student maintains the potential to pass the course, and will be transferred from their training company to C Co. While in C Co the student may receive medical treatment, retraining, or may be recycled to day one of the course, recycled to day one of a specific phase, or entered into the Senior Leader Development Program.					
Release: When making a recommendation for release, Platoon Trainers will provide their overall assessment of the officer's potential for future service. Student will not graduate the course, and will be transferred from their training company to HHC to be Recommended for Rebranch or Elimination.					
Spot Report: Student receives a major- or minor-minus spot report which affects overall academic grade.					
Continue to Train: Student is allowed to stay in the course as long as they are in good academic standing otherwise.					
Retest 70% Max: Students will be retested on the event and receive a maximum of 70% available points upon successful completion of the event.					
Move to new PLT/Retain in SQD/PLT: Peer failure triggers movement of student between SQD/PLT. However, with BN CDR waiver, student may be retained within his original element.					
Lack of Student Progression: At any point, Platoon Trainers may assess that a student is failing to demonstrate professional progress. Such lack of progress may be evidenced by a failure to adapt to necessary behavioral norms, inability to demonstrate improvement on core Infantry competencies, or repeated failure to successfully complete non-graded and/or graded course events. Upon consideration of the assessment and recommendation, the BN CDR may direct the student continues to train or is placed in casual status for retraining in an effort to prepare the student to resume training at a future date.					

Legend	
Status	Code
Casual Status	CAS
Release	RLS
Spot Report	SPT
Continue to Train	TRN
Retest 70% Max	TES
Record Points	PTS
Move to new SQD (Mandatory)	SQD
Move to new PLT (Mandatory)	PLT
Retain in SQD	RSQ
Retain in PLT	RPL
Requires BDE CDR Waiver	*
Requires BN CDR Waiver	~
No Ranger, go to PCS/Schools	PCS
Negative Comments in AER	AER
Affects Trainer Points	TPT

4. Distinguished Course Achievement Recognition. Lieutenants who distinguish themselves above their peers and/or exceed published standards will be recognized at the conclusion of IBOLC. The categories are:

a. Distinguished Leadership Graduate. A cadre board selects the class Distinguished Leadership Graduate from among the Platoon Honor Graduates. The board reviews and rates the student's training records and interviews all candidates. The Company Commander reviews the board results and approves the most deserving officer as the Distinguished Leadership Graduate.

b. Distinguished Leadership International Graduate. Each Platoon Trainer may nominate one international officer. If more than one officer is nominated, each will undergo the same selection process as the U.S. officer. The Company Commander will approve the selection of the most deserving international officer.

c. **Platoon Honor Graduate.** Each Platoon Trainer will select a student from his platoon as the Platoon Honor Graduate. Selection of the Platoon Honor Graduate is based upon a lieutenant's total performance during the course. Finishing first on the platoon's Order of Merit List (OML) does not automatically make a student the Platoon Honor Graduate.

d. **Commandant's List.** 20% of each platoon may be recognized for honors by being selected for the Commandant's list. The distinguished and platoon honor graduates are part of each platoon's Top- 20%. Selection of the commandant's list is based upon total academic points earned during the course with the approval of the chain of command. Students who are involved in serious disciplinary violations are not eligible for the commandant's list.

e. **Ironman Award.** The Officer having the highest combined score for physical fitness events, or specific company competition is recognized at graduation.

5. Peers. IBOLC officers will conduct three peer assessments throughout the course. The Peer Evaluation System (PES) used adds a holistic evaluation of an IBOLC officer's performance in comparison to peers within his squad. The methodology employs a numerical scale peer ranking system. It is a collated system of all peer scores within the squad highest to lowest, allowing for identification of positive and negative performance trends throughout IBOLC training. Platoon Trainers will use peer assessments one and two as a "compass check"/ counseling tool for officers, identifying their sustains and improves in Initiative and Discipline, Leadership in a Team, Intellect and Judgement, Character, and Presence and Military Bearing along with their peer rating within their squad. If the officer fails to achieve an average (from all three peer evaluations) of 60% or higher by the final peer evaluation, he will be considered a board case and counseled by the Company Commander verbally and in writing.

a. Peer Assessment 1. Conducted after Platoon Weapons (week 4).

b. Peer Assessment 2. Conducted after Platoon STX (week 10).

c. Peer Assessment 3. (Final Peer Assessment). Conducted in Recovery (week 16).

6. SPOT Reports. IBOLC Cadre use the SPOT Report to identify positive and negative actions of the IBOLC student which can affect the Platoon Trainers' Overall Performance and Evaluation at the end of the course. The four types of SPOT reports are: Minor Positive (Minor "Plus"), Major Positive (Major "Plus"), Minor Negative (Minor "Minus"), Major Negative (Major "Minus"). A Major SPOT Report is +/- 5 points. A Minor SPOT Report is +/- 2 points.

a. Students in a tactically graded position can not receive SPOT Reports, other than safety violations.

b. Cadre will notify and counsel the IBOLC student on their conduct when issuing a SPOT Report immediately or as soon as possible when the situation permits.

c. Cadre will have the student initial the front of the SPOT Report after it is filled out. The Students' initials indicate the incident occurred as stated and acknowledges receipt of the SPOT. If the student refuses to initial the SPOT, the cadre will make a statement to that effect

on the rear of the SPOT. The student will receive no disciplinary action or additional counseling for refusing to initial the SPOT. The effect on the student is identical whether or not he signs.

d. The SPOT Report must be written as detailed as possible. The Platoon Trainer will inspect all SPOT Reports for thoroughness, and file them in the student's packet before leaving for the day.

(1) Minor Negative (Minus) SPOT Report

- (a) Improper uniform or equipment for training.
- (b) Dirty/rusty weapon or equipment.
- (c) Improper status received.
- (d) Late for formation or training.
- (e) Not getting information down to each and every man in the unit.
- (f) Losing minor/non-mission essential items of equipment.
- (g) Sleeping at any time other than when scheduled.
 - 1st offense – Warning
 - 2nd offense – Minor (-)
 - 3rd offense – Major (-)
- (h) Breaking noise and / or light discipline.
- (i) Break in contact of a short duration of time less than 10 minutes.
- (j) Failure to report at the proper time. (More than five minutes late merits a major unsatisfactory SPOT).
- (k) Improper tie-down of sensitive items or mission essential equipment.
- (l) Failure to follow administrative instructions during student evaluation periods (land navigation test and peer evaluations).
- (m) Poor performance in an un-graded but designated position (Compass-man, RTO, etc).
- (n) Falling out of non graded runs or footmarches.
- (o) NOTE: Three Minor Negatives equal one Major Negative

(2) Major Negative (Minus) SPOT Report

- (a) Violation of specific instructions by instructors, staff or student leaders.
- (b) A weapon that does not function properly due to being dirty or rusty.
- (c) Having ammo or pyrotechnics other than when authorized.

(d) Willfully or repeatedly breaking noise and/or light discipline.

(e) Break in Contact that results in a loss of time of 10 minutes or more to the patrol.
This is considered a safety hazard.

(f) Having a loaded weapon while in a non-tactical posture.

(g) Having an unloaded weapon while in a tactical posture or having a weapon on fire when not engaging enemy.

(h) Insubordination to Cadre or Student Chain-of-Command.

(i) Committing a safety violation during the conduct of training.

(j) Not supporting the Chain-of-Command.

(k) Relieved from a non-graded position for failure to support the Chain-of-Command.

(l) Exceptionally poor performance in a non-graded designated position.

(m) Repeated breaks in contact (more than one in a 24-hour period).

(n) Weapon not under positive control in a tactical environment (either in hand, or within arm's reach).

(o) Sensitive items not under positive control (either tied down or in hand).

(p) Failure to report at proper time or more than five minutes late.

(q) Failure to meet a grad requirement (ie. 12 Mile Foot March, 5 Mile Run, etc).

(r) Failure to submit a graded requirement (ie. Writing, OPORD, etc).

(s) Lapses in judgement not commensurate with ADRP 6-22 (Leader Presence, Intellect, and Character).

(t) Failure to conduct a minimum of six pullups during the APFT.

(u) NOTE: Three Major Negatives will be an automatic board case for recycle/withdrawal.

(3) Minor Positive (Plus) SPOT Report

(a) Constructing an excellent terrain model, sketches, or annexes.

(b) Excellent appearance of weapon / equipment.

(c) Outstanding performance in an un-graded leadership position.

(d) Exceptional motivating factor in unit morale.

- (e) Fastest time on the land navigation course.
- (f) "Top Shot" in the platoon.
- (g) Student performed 6-9 pull-ups during the APFT.
- (h) NOTE: Three Minor Positives equal one Major Positive.

(4) Major Positive (Plus) SPOT Report

- (a) Superior performance in the administrative chain of command for an extended period of time
- (b) Showing unusual initiative in an emergency situation.
- (c) Exceptional performance over an extended period of time as a non-graded squad/plt member.
- (d) Exceptional performance in any non-graded chain of command position.
- (e) Fastest time, finding all points on the land navigation course.
- (f) Outstanding performance as a squad/plt member (compass-man, point man, RTO, rifleman, machine gunner).
- (h) Student performed ten or more pull-ups during the APFT.

7. Additional. The following specific events will be grounds for recommended recycle, withdrawal or elimination from service:

- a. Negligent Discharge- Grounds for recommendation for recycle.
- b. Alcohol Related Incident (not resulting in DUI)- Grounds for recommendation for recycle.
- c. Driving Under the Influence (DUI)- Grounds for recommendation of elimination of service.
- d. Consistent or flagrant violation of the Army Values- Grounds for recommendation of elimination of service.
- e. Illegal Drug Use- Grounds for recommendation of elimination of service. Student will be enrolled in the Army Substance Abuse Program (ASAP) contingent upon commissioning.
- f. If a student achieves all course standards, but does not display the leader competencies and attributes expected of an Infantry Officer, the Battalion Commander has the authority to direct recycle or withhold graduation.

8. Decision Authority. The Battalion Commander is the decision authority for all recycles and withdrawals. The Brigade Commander is the appellate authority.

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9. Point of contact. 2-11 IN (IBOLC) Chief of Tactics at 706-545-5916.



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Commanding